

<p align="center">EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT Equal Employment Opportunity Formal Discrimination Complaints U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 1999) Reporting Period Beginning: 10/1/98 and Ending: 9/30/99 Posting Date: 4/30/04 Agency: All USDA</p>					
1. The number of complaints filed: 904		2. Number of Filers (The number of individuals filing those complaints): 739		3. Number of Repeat Filers (The number of individuals who filed 2 or more complaints): 109	
4. Number of BASES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various bases of alleged discrimination.)					
BASIS		Number	BASIS		Number
a. RACE	Black	130	e. NATIONAL ORIGIN	Hispanic	15
	White	38		Other	55
	American Indian & Alaskan Native	9	f. DISABILITY	Physical	50
	Asian & Pacific Islander	18		Mental	21
	Other	47		Both	2
b. COLOR		25	g. AGE		149
c. RELIGION		19	h. RETALIATION		307
d. SEX (including Equal Pay Act)	Male	63	i. NON-EEOC REPORTABLE BASES		77
	Female	140			
Total					1165
5. Number of ISSUES Alleged in Complaints Filed for the Reporting Period (The number of those complaints raising each of the various issues of alleged discrimination.)					
ISSUES		Number	ISSUES		Number
a. APPOINTMENT/HIRE		9	j. TRAINING		29
b. ASSIGNMENT OF DUTIES		63	k. TIME & ATTENDANCE		16
c. AWARDS		18	l. TERMINATION		23
d. CONVERSION TO FULL-TIME			m. MEDICAL EXAMINATION		
e. DISCIPLINARY ACTION		49	n. PAY, INCLUDING OVERTIME		11
Demotion		(7)	o. PROMOTION/NON-SELECTION		204
Reprimand		(21)	p. HARASSMENT		209
Suspension		(12)	Sexual		(72)
Removal			Non-Sexual		(137)
Miscellaneous		(15)	q. REINSTATEMENT		2
f. DUTY HOURS		9	r. RETIREMENT		
g. EVALUATION/APPRaisal		51	s. TERMS/CONDITIONS OF EMPLOYMENT		75
h. EXAMINATION/TEST		1	t. REASONABLE ACCOMODATION		10
i. REASSIGNMENT		32	u. OTHER		281
Total					1092
6. Average Length of Time to Complete Each Stage of the Complaint Process:			Number of Complaints	Number of Processing Days	Average Number of Processing Days
a. INVESTIGATION			357	122069	342
b. FINAL AGENCY ACTION-WITH EEOC HEARING			64	69516	1086
c. FINAL AGENCY ACTION-WITHOUT EEOC HEARING			176	261795	1487
d. DISMISSALS			112	68445	611
e. SETTLEMENT AGREEMENTS			317	496985	1568
f. WITHDRAWALS			36	21519	598
7. Final Agency Actions Involving a Finding of Discrimination.			Number of Complaints with a Finding of Discrimination	Percent of Complaints with a Finding of Discrimination	
a. Without an EEOC Administrative Hearing			7	88%	
b. With an EEOC Administrative Hearing			1	12%	
Totals			8	100%	

EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT Equal Employment Opportunity Formal Discrimination Complaints U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 1999) Reporting Period Beginning: 10/1/98 and Ending: 9/30/99 Posting Date: 4/30/04 Agency: <i>All USDA</i>							
8. Final Agency Actions With a Finding of Discrimination by Basis.		Number of Complaints with an EEOC Hearing	Percent of Bases with an EEOC Hearing	Number of Complaints without an EEOC Hearing	Percent of Bases without an EEOC Hearing	Total Number of Complaints	Total Percent of Bases
Race	Black			2	11%	2	11%
	White						
	American Indian & Alaskan Native						
	Asian & Pacific Islander						
	Unidentified			1	6%	1	6%
Color							
Religion							
Sex (Including Equal Pay Act)	Male			1	6%	1	6%
	Female						
National Origin	Hispanic			7	42%	7	42%
	Other						
Age				2	11%	2	11%
Disability	Physical			1	6%	1	6%
	Mental						
	Both						
Retaliation				3	18%	3	18%
Non-EEOC Reportable Complaints							
Total		<i>0</i>		<i>17</i>	<i>100%</i>	<i>17</i>	<i>100%</i>
9. Summary of EEO Active Complaints at the End of the Period Filed in Current and Previous Fiscal Years (The total number of complaints pending for any length of time.)							
		(1 + 2) Total number of pending complaints	(1) Total number of complaints filed in the current fiscal year	(2) Total number of complaints first filed before the start of the current fiscal year	Number of individuals who filed complaints in prior fiscal years		
a. Acceptance/Dismissal		808	716	92	90		
b. Investigation		376	146	230	221		
c. Hearing		431	6	425	399		
d. Final Agency Action		227	4	223	218		
e. Appeal		198	73	125	147		
f. Totals		2040	945	1095	1075		
g. Number of complaints in abeyance pending resolution of class complaints: <i>235</i>							
10. Final Agency Actions with a Finding of Discrimination by Issues.		Number of Complaints With an EEOC Hearing	Percent of Complaints With an EEOC Hearing	Number of Complaints Without an EEOC Hearing	Percent of Complaints Without an EEOC Hearing		
Appointment/Hire							
Assignment of Duties				1	5%		
Awards				1	5%		
Conversion to Full-Time							

EQUAL OPPORTUNITY DATA REQUIRED TO BE POSTED BY THE NO FEAR ACT
Equal Employment Opportunity Formal Discrimination Complaints
U. S. DEPARTMENT OF AGRICULTURE (Fiscal Year 1999)

Reporting Period Beginning: **10/1/98**

and Ending: **9/30/99**

Posting Date: **4/30/04**

Agency: **All USDA**

Disciplinary Action	Demotion				
	Reprimand				
	Suspension				
	Removal				
	Miscellaneous				
Duty Hours					
Evaluation Appraisal				1	5%
Examination/Test				3	18%
Harassment	Sexual			1	5%
	Non-sexual			2	11%
Medical Examination					
Pay, Including Overtime					
Promotion/Non-Selection				1	5%
Reassignment	Denied				
	Directed				
Reasonable Accommodation					
Reinstatement					
Retirement					
Terms/Conditions of Employment					
Termination				1	5%
Training				4	23%
Time & Attendance					
Other				3	18%
Totals		<i>0</i>		<i>18</i>	<i>100%</i>
11. The total number of complaints pending for any length of time in which the agency has not completed its investigation within the time required by 1614.106(e)(2).					
a. Pending complaints received during the current fiscal year: 100					
b. Pending complaints received prior to the current fiscal year: 258					